



Town Hall Meetings May 25th-27th, 2004





AGENDA



NETCALL #27

Organization Charts

Chain of Command / Tenants

CGA

MEO

Status of Employee Briefings

RIF Competitive Area and Levels

Milestones for Transition

Submitted Q&A

Audience Q&A



NETCALL #27 - BUDGET IMPACTS



- **DOES NOT AFFECT BUY-OUT OFFERS**
- **DISCONTINUES:**
 - OVERTIME
 - COMP TIME PAYMENTS
 - TDY / CONFERENCES
 - TRAINING, EXCEPT MANDATORY OR CENTRALLY FUNDED
- **PERSONNEL RESTRICTIONS WERE WAIVED FOR FSH DUE TO MEO / CGA IMPLEMENTATION PLANS**
- **IS EXPECTED TO ADVERSELY AFFECT SERVICES TO OUR TENANTS**



Overall Organizational Chart



**Department of
the Army (DA)**

**Assistant Chief of
Staff, Installation
Management
(ACSIM)**

**Installation
Management Agency
(IMA)**

**Southwest Region -
IMA (SWRO-IMA)**

(USAG - FSH)

***Garrison
Commander Col
Atkins***

**Deputy to
Garrison
Commander**

**CG
A
2**

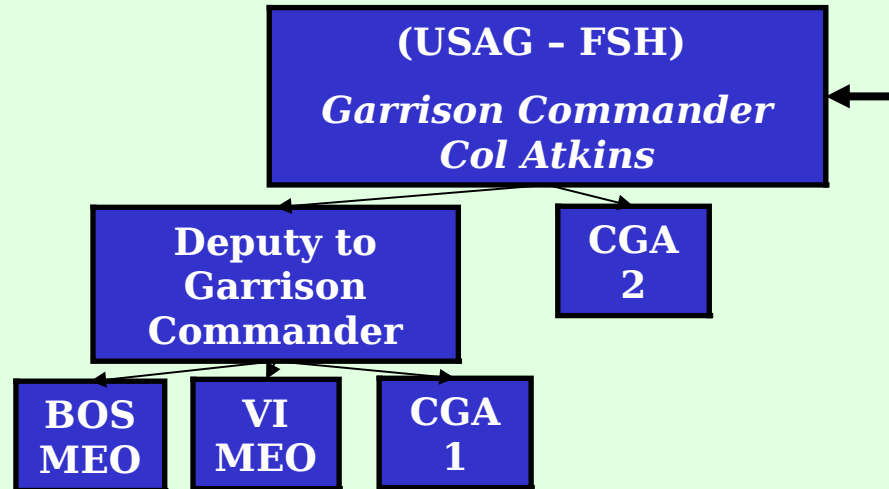
**BOS
ME
O**

**VI
MEO**

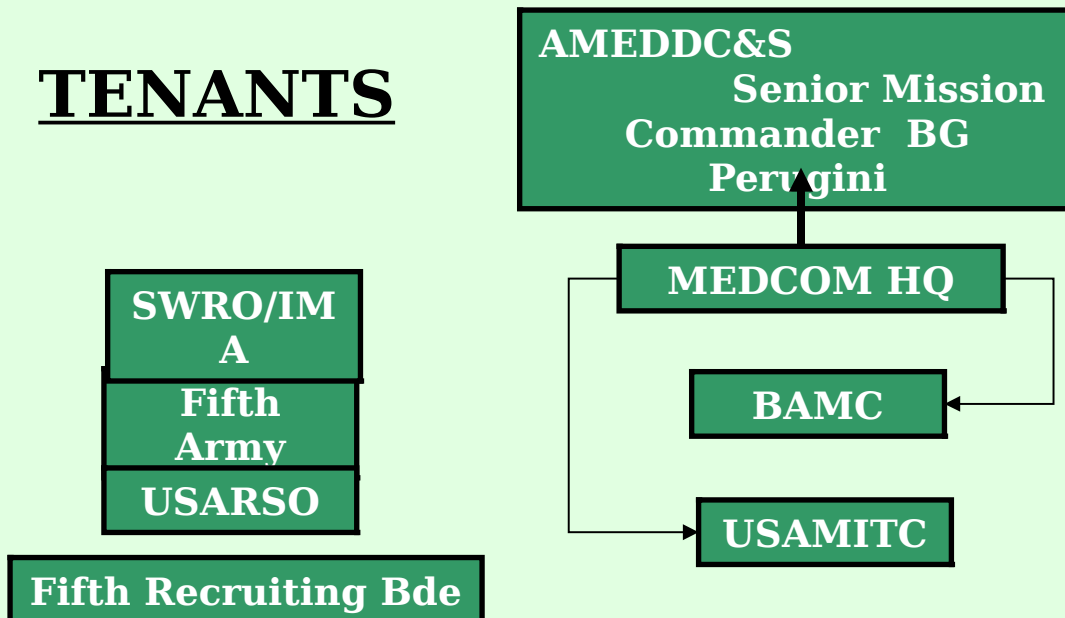
**CG
A
1**



FSH Organizational Chart

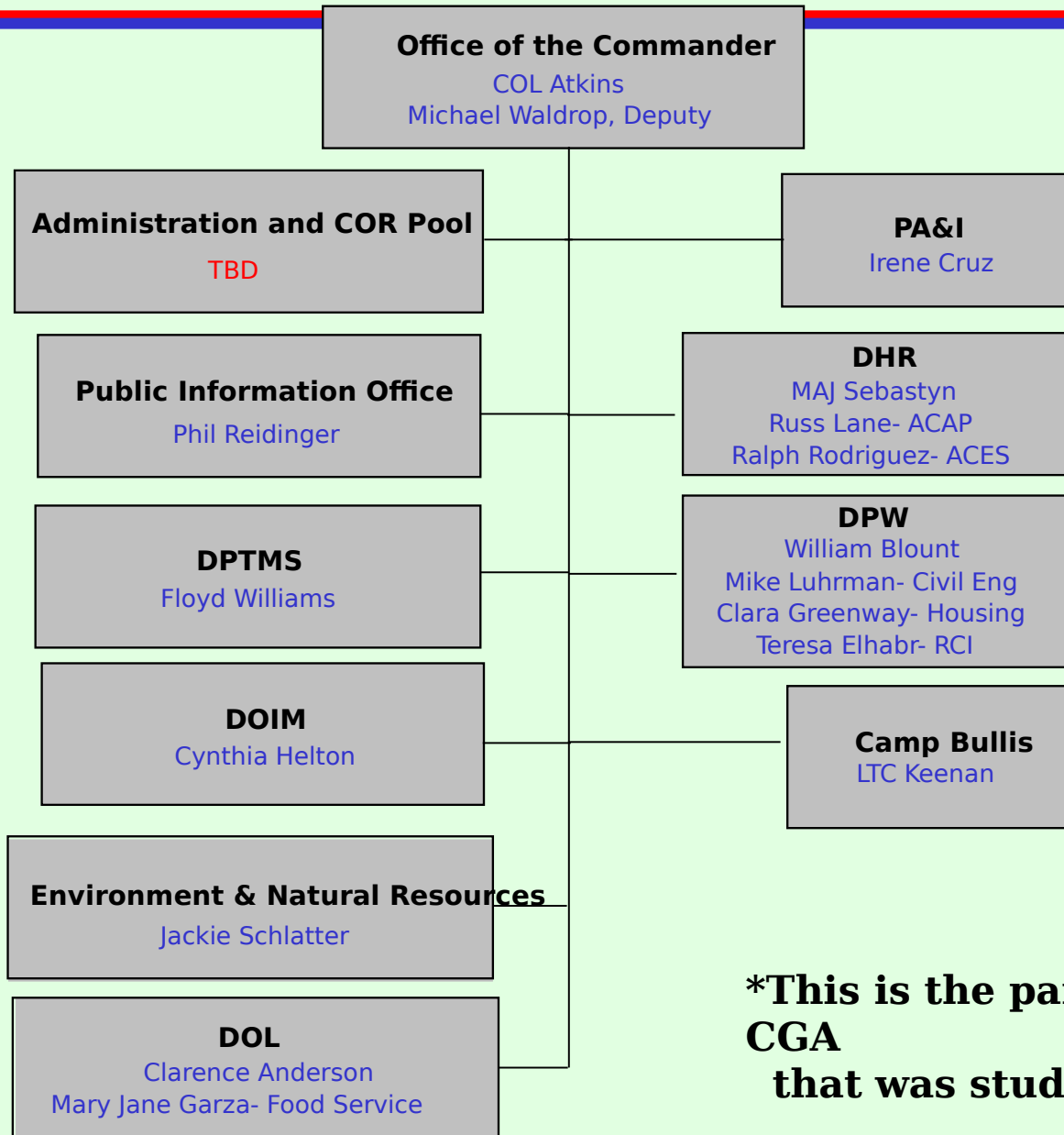


TENANTS





CGA-1*



***This is the part of the
CGA
that was studied.**



CGA-1 (MICRO VIEW)



Office of the Commander

COL	Name of Employee
GS-00340-15/FR131888	Name of Employee
GS-00318-07/FRxxxxxx	Name of Employee

Public Affairs Office

GS-1035-13/FR152518	Name of Employee
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Administration & COR Pool

GS-0318-06/FR129167	Name of Employee
GS-0318-05/FR152472	Name of Employee
GS-0318-05/FR152637	Name of Employee
GS-1102-09/FR152464	Name of Employee
GS-1082-09/FRxxxxxx	Name of Employee

DPTMS

GG-0080-13/FR155409	Name of Employee
GG-0080-12/FR157765	Name of Employee
GG-0080-11/FRxxxxxx	Name of Employee
GG-0080-09/FR157781	Name of Employee
GG-0080-12/FR21529	Name of Employee
GG-0080-11/FR19487	Name of Employee
GG-0086-07/FR152850	Name of Employee
GG-0086-07/FR152850	Name of Employee
GS-0318-05/FR152384	Name of Employee
GS-0301-11/FR152455	Name of Employee
GS-0301-09/FR152387	Name of Employee

Environment & Natural Resources

GS-0401-12/FR152449	Name of Employee
GS-0690-11/FR158532	Name of Employee
GS-0028-11/FR158538	Name of Employee
GS-0454-11/FR152483	Name of Employee

DOL

GS-0346-12/FR152371	Name of Employee
GS-1601-11/FR152362	Name of Employee
GS-2001-11/FR152392	Name of Employee
GS-1102-09/FR156951	Name of Employee
GS-2003-09/FR152369	Name of Employee
GS-2005-07/FR152368	Name of Employee

Camp Bullis

MS-67A00-05	Name of Employee
NC-11B40-E7	Name of Employee
GS-0301-10/FR132732	Name of Employee
GS-0301-11/FR152434	Name of Employee
GS-0318-05/FR152383	Name of Employee
ITAM Manager/Deputy Commander	Contract

DHR

MAJ -43A00-04	Name of Employee
SERG-E-9	Name of Employee
GS-0340-12/FR152453	Name of Employee
GS-1740-12/FR152730	Name of Employee
GS-0203-06/FR152385	Name of Employee
GS-0203-06/FR152385	Name of Employee
GS-0203-06/FR152385	Name of Employee
GS-0203-05/FR152357	Name of Employee

PA&I

GS-0301-13/FR152407	Name of Employee
GS-0343-11/FR152486	Name of Employee
GS-0343-11/FR152615	Name of Employee
GS-0343-11/FR152516	Name of Employee
GS-0343-11/FR91783	Name of Employee
GS-0343-11/FR91782	Name of Employee
GS-0343-09/FR92123	Name of Employee
GS-0344-07/FR152519	Name of Employee
GS-0501-12/FR152457	Name of Employee
GS-0560-11/FR152363	Name of Employee
GS-0343-12/FRxxxxxx	Name of Employee
GS-0343-11/FRxxxxxx	Name of Employee
GS-0318-05/FR152364	Name of Employee

DOIM

GS-2210-13/FR152431	Name of Employee
GS-2210-12/FR152394	Name of Employee
GS-2210-09/FR152393	Name of Employee
GS-2210-09/FR152393	Name of Employee
GS-2210-12/FR152397	Name of Employee

DPW

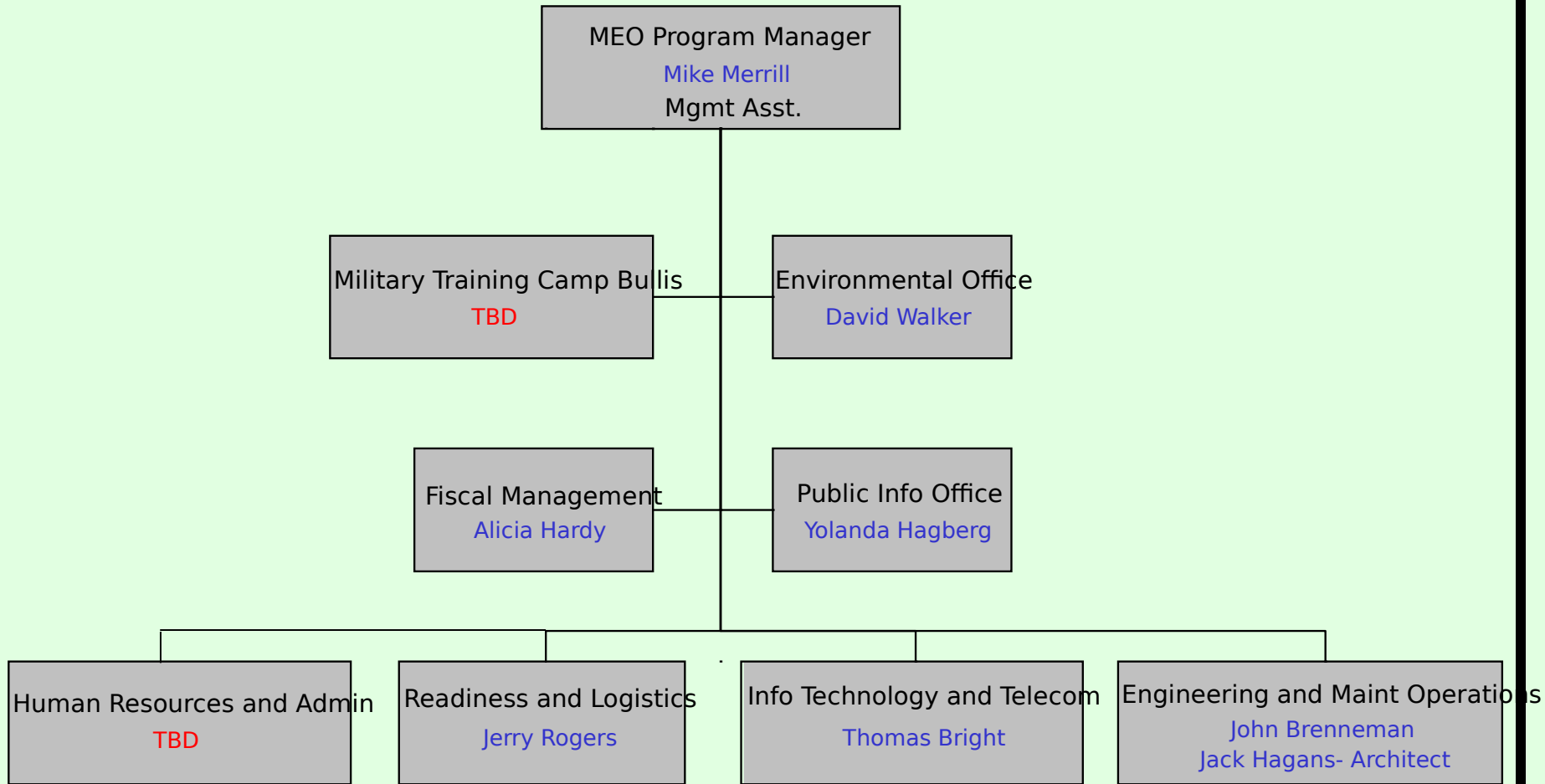
GS-0801-13/FR152391	Name of Employee
GS-0801-12/FR155412	Name of Employee
GS-0810-11/FR152353	Name of Employee
GS-0830-11/FR152373	Name of Employee
GS-0802-09/FR152359	Name of Employee
GS-0802-09/FR152359	Name of Employee
GS-1101-07/FR152389	Name of Employee
GS-1101-07/FR152389	Name of Employee
GS-1101-07/FR152389	Name of Employee
GS-0809-09/FR152361	Name of Employee
GS-1173-12/FR152370	Name of Employee

Utilities Privatization

GS-0801-12/FR152367	Name of Employee(RCI)
GS-1170-09/FR156969	Name of Employee(RCI)
GS-0801-11/FR152475	Name of Employee
GS-1311-05/FR152374	Name of Employee
WG-4206-09/FR152388	Name of Employee
WG-4206-09/FR152388	Name of Employee
WG-4206-09/FR152388	Name of Employee
WG-4206-09/FR152388	Name of Employee
WG-4742-10/FR20100	Name of Employee
WG-4742-10/FR20100	Name of Employee
WG-4742-09/FR152461	Name of Employee
WG-4742-09/FR152461	Name of Employee
WG-4742-09/FR152461	Name of Employee
WG-4742-09/FR152461	Name of Employee
WG-4742-09/FR152461	Name of Employee
WG-4742-09/FR152461	Name of Employee
WG-4742-09/FR152461	Name of Employee



BOS MEO



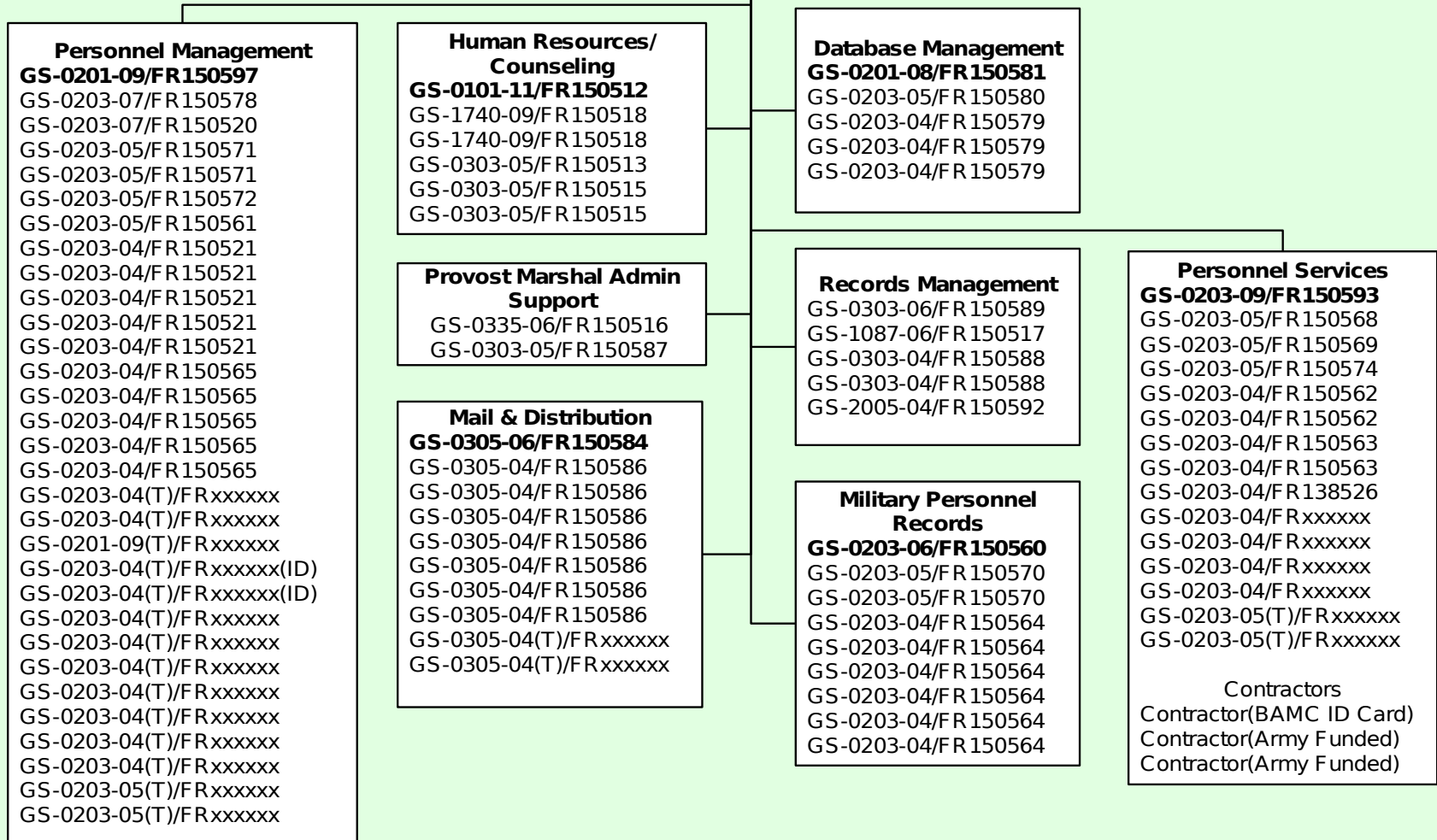


BOS MEO (MICRO



VIEW) Human Resources and Administration

Personnel Supervisor
GS-0201-11/FR150594
GS-0318-06/FR150590





VI MEO



GS-1084-11/FR150378	Richard Valdez
GS-0303-04/FR155346	TBD
GS-1084-09/FR150380	TBD
GS-1084-09/FR150380	TBD
GS-1084-09/FR150380	TBD
GS-1084-09/FR150380	TBD
GS-1084-09/FR150380	TBD
GS-1084-09/FR150380	TBD
GS-1084-09/FR150380	TBD
GS-1060-07/FR150377	TBD
GS-1060-07/FR150377	TBD
GS-1060-07/FR150377	TBD
WG-3901-08/FR150374	TBD
WG-3901-07/FR150375	TBD

Contractors	
Contractor (GS-4 Equiv)	TBD



EMPLOYEE BRIEFINGS



Briefing Objective

- **To educate the workforce about:**
 - Differences between the MEO and CGA
 - On-going MEO transition efforts
 - RIF process



Status of Employee Briefings

83% Completed



<u>SESSIONS</u>	<u># SESSIONS</u>	<u>#</u>
HRBC 1	2	V I
ITBC 2	3	BDO/FMO/PAO
PWBC 2	4	SJA
RLBC 2	4	CABC
CAMP BULLIS 1	1	IRO
ENVIRONMENTAL	1	



Determining Retention Order



**STEP 1: Establish Competitive Level—
Similar jobs grouped together.**

**STEP 2: Determine Retention Order
(Seniority of employees):**

Career	Vet-RIF/30%er
Career	Vet-RIF
Career	Non-Vet (includes retired military)
Career-Conditional	Vet-RIF/30%er
Career-Conditional	Vet-RIF
Career-Conditional	Non-Vet (includes retired military)
Term/Temp	

STEP 3: Look at Service Computation Date



Determining Retention Order



**Competitive Area—
Organizations/employees involved in the
RIF**

In Competitive Area:

USA Garrison
HQ MEDCOM
BAMC
AMEDDC&S
VETCOM
DENCOM
USAMITC

All other medical activities on FSH

Totaling 3,000+employees

**Not in
Competitive
Area:**

IMA SWRO

USARSO

Fifth Army

NETCOM

**Camp
Stanley**

Rctg BDE



Milestone Timeline



- 22-24 Jun 04 Town Hall Meetings**
- Late Jun 04 Issue RIF Letters
Register for Priority Placement Program
(PPP)**
- 20-22 Jul 04 Town Hall Meetings**
- Aug - Sep 04 Conduct CGA specific training
Conduct MEO specific training
Complete other transition-related
activities**
- 4 Sep 04 Implement the new MEO and CGA
organizations**



Q&A



QUESTION: Will the recent budget constraints have an impact on buy-outs?

ANSWER: No. Budget will be managed to allow buyouts to continue as offered.

IMA Authorized Buyouts : 103

Buy-outs accepted to date: 91

Remaining buy-outs: 12



Q&A



QUESTION: FSH announced one A-76 cost competition study. Why are there two MEO's?

ANSWER:

- **Small Business Administration (SBA) chose Visual Information (VI) function to set aside for small business competition.**
- **One solicitation for VI; One for all other BASOPS functions (BOS);**
- **Both VI and BOS solicitations resulted in Gov MEO wins.**



Q&A



QUESTION: What is the status of the 2210 series buy-out?

ANSWER:

- Buy-out authority was received.
- No date established for another canvass.
- Buy-outs will be offered if it reduces our adverse RIF actions.



Q&A



QUESTION: Who gets a RIF letter? What will the RIF letter tell us? What does a RIF letter look like? Is it Pink?

ANSWER:

- All employees whose positions are abolished will receive RIF letters. All studied positions will be abolished. Therefore, most USAG employees will receive a RIF letter.
- RIF letters indicate the individual's job has been abolished and that they will be:
 - Reassigned to a position with the same grade, or
 - Reassigned to a position at a lower grade, or
 - Separated. It includes a statement that there is no job offer.
- ~~RIF letters will be handled in a manner so as not to~~



Q&A



QUESTION: Where can we go to see the position descriptions (PD) for MEO and CGA jobs?

ANSWER:

- PD numbers are listed on spreadsheets on the A-76 website and in this Town Hall slide presentation, which will be posted on the A-76 website.

- To access PDs go to:
<http://cpsfc.belvoir.army.mil/fasclass> and then type in the PD number in the box in the upper right hand corner.





Q&A



QUESTION: We were told that there would be MEO/CGA job vacancies that we can apply for.

- When will these jobs be advertised?
- If selected, how will that affect RIF status?

ANSWER:

- Some of the jobs have already been advertised (i.e. Computer Assistants)
- Employees placed into such jobs will “escape” the RIF.
- Vacancies will be listed on the U.S. Army Civilian Personnel On-line website at www.cpol.army.mil.



- The terms are often used interchangeably.
- PPP - DoD Program to place employees who are subject to downgrade or separation for a variety of reasons.
- Stopper List—The informal name for the list of employees eligible and registered for priority consideration in the automated system.
- ~~Stopper because placements are often mandatory;~~



Q&A



QUESTION: Do I need to have a resume in RESUMIX?

ANSWER:

- RESUMIX is not used for RIF.
- The MEO/CGA vacancies will be filled thru RESUMIX.
- RESUMIX is on CPOL Website. (www.cpol.army.mil)
- Resumes are kept in system for 180 days.



Q&A



QUESTION: Are we going to have good leaders with managerial skills in “key” positions? Good leaders:

- Reassure employees that the MEO will work.
- Will determine the outcome of future challenges.

ANSWER: When individuals are identified for MEO and CGA positions, we will:

- Go over job requirements.



Q&A



QUESTION: For the purpose of leave planning:

- Is the 4 September MEO implementation firm?
- When can we know the exact date the RIF letters will be sent?

ANSWER:

- 4 Sep won't be changed by Garrison Commander unless CPOC can't support FSH or SWRO/IMA directs it.
- RIF letter release date will be announced as

~~soon as the date is known~~



Q&A



QUESTION: Will an individual's remaining 2004 leave schedule be honored, if reassigned:

- To a position in another office?
- To a different supervisor?

ANSWER:

- Reasonable efforts will be made to honor existing leave schedules
- USAG must continue to meet emergency and mission critical requirements



Q&A



QUESTION: Why are Military retirees being hired to fill vacancies on FSH?

ANSWER:

- Supervisors try to select the best qualified candidate.
- Some positions have unique skill requirements that Military retirees possess.
- Hiring actions during past year have been to temp and term positions or positions not needed to offer in RIF.

Retired military personnel do not have



Q&A



QUESTION: People who leave federal service often come back to work as contractors. Is this legal?

ANSWER:

- Yes, it is legal. However, certain JER limitations may apply to some post employment activities.
- The government has no control over whom a private contractor hires.



Q&A



QUESTION: Will the new organizations have the alternative work schedule and/or flex schedule?

ANSWER:

Alternative and Flex schedules will be considered with regard to:

- Hours of direct customer support services
- Sufficiency of backup staff



COMMENTS / QUESTIONS ?



- **WRITTEN -**

Send to A76 Operations Center, Bldg 2272, Stop 76

- **PHONE -**

CALL A76 HOT LINE (221-2439)

- **OUTLOOK/EMAIL -**

- Berban, Jeana A. (jeana.berban@samhouston.army.mil)
- Howell, John M. (johnm.howell@samhouston.army.mil)

- **WEB LINK -** <http://www.samhouston.army.mil/a76>

ALL QUESTIONS RECEIVED WILL BE STAFFED WITH
APPROPRIATE ORGANIZATIONS AND ANSWERS WILL BE
POSTED ON THE A76 WEBSITE.